



Digital Skills for Future Jobs

Digital skills are important these days. The way people find jobs is changing a lot because of transformation and Industry 4.0. To do well in the future workers will need to know about computers and technology, which is called literacy. They will also need to think, be able to adapt to new things communicate well with others and be able to solve problems.

By **Muhammad Raveed Qadir** | University of Agriculture Faisalabad | Published: October 2026

✉ muhammadraveedqadir2@gmail.com | Position: Software Engineer

Introduction

The ongoing global economic digital transformation characterized by the fourth industrial revolution (4IR) technology, digital technology will rapidly change work and skills needed to succeed in labor markets. Digital skills throughout all sectors drive demand for workers who can effectively use developing digital technologies and digital tools and platforms. People and schools and those who make rules need to think about what skills people will need to have to do in the jobs that are coming up. These skills should include being good with computers and technology, being able to think being able to adapt and being able to talk to people. The Future Skills Essential Skills Framework says that it is very important to teach skills in schools. At the center of this framework are three skills. Digital Literacy, Critical Thinking and Flexibility. We need to focus on Digital Literacy, Critical Thinking and Flexibility to help people get ready for the jobs that are coming up. Digital Literacy is a skill that people will need to have. Critical Thinking is also very important. Flexibility is another skill that people will need to have to do well in the future. The digital literacy component aligns closely with global standards for digital skills.

Technology Overview

With automation increasing, AI technologies growing rapidly, and new industries emerging from Industry 4.0 (the next generation of production), digital skills are changing. The structure of work is changing how work is done and creating new jobs through technological advancements (research publications such as the Labour Emplacement Index show this). For workers to be able to perform those new jobs, studies examining the labour market indicate that emerging workers will require not just basic digital skills, but a full range of digital skills, including but not limited to data analysis, software development, and digital marketing.

In addition, they should develop several soft skills once again such as creativity and problem solving (Jagannathan et al., 2019). The competences referred to in the study are consistent with the emerging labour market as being the requirements to meet industry 4.0's demands for technology proficiency and adaptability. The importance of soft and technical digital skill sets to perform new job roles has been emphasized by the World Economic Forum (Saari et al., 2021). Digitization has also affected many specialized sectors, such as interpreting. In fact, being digitally literate is becoming a defining characteristic of competitive professionals, and those who do not adapt will risk becoming obsolete (Drechsel, 2019).



Key Findings & Impact

Digital Literacy Gaps and Education Challenges:

In several parts of the world that are still developing there exists poor digital infrastructure and all outdated I.C.T. policies: thus, providing both students and teachers with obstacles to continuing their education. This has a negative effect on the advancement of the 21st century skill set. Digital literacy is the foundation for all other 21st century skills to develop and grow to their utmost potential. In sub-Saharan Africa, being lacking in digital literacy decreases one's future chances of employment in that area, thus impacting overall socio-economic development in the region, thus suggesting that structural reform being made to the educational system and professional development opportunities need to be developed and implemented in order to prepare workers of tomorrow more effectively (Ndibalema, 2025).

Emerging Job Roles and Skills:

Jobs in the future will include positions that require advanced digital skills - such as data analysts, software developers and digital marketing experts. Therefore, the need for foundational digital skills to cover a broad population and specialized skills for niche professions are essential. Meanwhile, due to automation, many administrative or routine positions are expected to decrease as machines will take over repetitive tasks (Intaratat, 2022). This change will require both upskilling and an ability to be adaptable with ongoing technological advancements.

Industry Expectations and Workforce Empowerment:

Workforce strategies designed to promote digital skills will help to create an entrepreneurial culture. 4th Industrial Revolution skills training should help develop competency in high-impact technologies as well as business and soft skills. This empowerment of the workforce through digital empowerment will create an improvement in productivity and innovation, which will ultimately lead to sustainable economic growth and job creation in a workforce that is increasingly dependent on technology (Saari et al., 2021).

What's Next?

Digital Infrastructure Expansion and New Internet Policy: More remote areas of the world will need to improve connectivity using reliable digital solutions and ICT policy to allow for an increase in overall digital literacy and users of digital technology (Ndibalema, 2023). **Curriculum Revisions Based on Global Network Frameworks:** Education systems need to apply such frameworks as the DQ4 Global Standards and OECD models into curriculum so that learners can develop versatile cognitive, digital, and social-emotional skill sets (Emmanuel Dumbuya, 2024). Digital learning and continuous education are the most productive resources for workers in the future; therefore, businesses and governments must establish policies that create an environment for all employees to continue developing professional skills to be competitive in the labour force. To help marginalized and informal sector workers develop their skills, PPP partnerships and TVET programs need to be targeted (Intaratat, 2022; Consearo, 2021). **Highlighting Collaboration Between People and AI:** The goal of future training programs should be to create a workforce that can function in hybrid workplaces, where technology supplements the abilities of workers. Therefore, training workers will need to provide them with digital fluency to complement their human-centered competencies.



About the Author

Muhammad Raveed Qadir is a BS IT student and is interested in Digital technology , Future career trends, and modern workplace skills. They can be reached at muhammadraveedqadir2@gmail.com

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